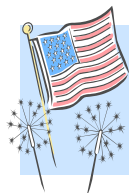


THE RECRUITER REVIEW

Summer Edition: July 2008

VS National Recruitment Program Is Growing

The VS National Recruitment Program has expanded. Pamela McDonagh has joined the VS National Recruitment Program as the National Recruitment Program Specialist. Pamela brings ten years of Federal government human resource expertise from USDA's Agriculture Research Service. Her knowledge adds balance to the program from her experience of the actual steps necessary to filling a position, interpretation of rules, regulations and qualifications for various positions. You can contact Pamela at Pamela.L.McDonagh@aphis.usda.gov or at (301) 734-7201.



VS National Recruitment Program Creates New Partnership

The National Recruitment Program is in the process of establishing a collaborative relationship with USDA and Hispanic Serving Institutions (HSI) to reach out and target schools across the United States that have at least a 25% Hispanic full-time equivalent enrollment, and of the Hispanic student enrollment, at least 50% are of low income. The purpose of this effort is to strengthen linkages with HSI's and assist managers by attracting talented and diverse students to our agency with the hopes of becoming a permanent hire. There are more than 250 HSI's serving over 550,000 Hispanic students in America. Be on the look out for an email requesting your assistance to serve as the liaison to an HSI in your local area. For additional information, please visit the HSI website at www.hsi.usda.gov.

UPCOMING EVENTS

League of United Latin American Citizens
National Conference (LULAC)
Washington, DC July 7-12, 2008

Federally Employed Women
National Program (FEW)
Anaheim, CA July 14-18, 2007

American Veterinary Medical Association
National Conference (AVMA)
New Orleans, LA July 19-22, 2007

Blacks In Government
National Conference (BIG)
New Orleans, LA August 11-15, 2007

Florida Veterinary Medical Association
National Conference
Lake Buena Vista, FL September 7-9, 2007

Recruiter of the Quarter

Mark Berlin, AVIC Secretary for the sunshine state of Florida, is our Recruiter for the Summer Quarter. Mark plays a lead role at the North American Veterinary Conference held every year in working with veterinary accreditation.

Mark serves as the Minorities in Agriculture Natural Resources Related Sciences (MANRRS) liaison to both University of Florida and Florida A & M University. He will also serve as liaison to the newly established partnership with Hispanic Serving Institutions in the Florida area. Our accolades to Mark on this wonderful achievement - keep up the great work!



RECRUITER TIPS

- ~ Do you have a specific market that you focus on?
- ~ Recruiters are often the best listeners, and this allows them to provide great information to potential applicants.
- ~ VS recruiters are extremely busy - there are only so many hours in a day. They must find a balance between assigned tasks and recruiting/outreach efforts.
- ~ How's your follow-through? Do you complete the tasks you say you will do?
- ~ Are you committed to working with the applicant beyond this current announcement/event?



Benefits of Diverse Teams

By: Pamela McDonagh

Diverse work teams benefit the organization by creating an atmosphere of respect and acceptance. This environment encourages communication, learning, and creativity where different perspectives and ideas are willingly shared. A wide variety of experience is present on diverse teams. This provides an advantage when organizations are problem solving and making decisions while striving to meet their goals and strategies. Organizations that value and embrace diversity reap the benefits of success and productivity. Go VS!!!

*Suggestions for the Recruiter Review? Nominations for Recruiter of the Quarter?
Contact LaWanda.A.Thomas@aphis.usda.gov - 301/734-0687*